

University of Mumbai
Examination summer 2022

Examinations Commencing from May 2022 to June 2022

Program: ALL

Course Code: ILO8024 and Course Name: HUMAN RESOURCE MANAGEMENT

Time: 2 hours 30 minutes hour

Max. Marks: 80

Q1.	Choose the correct option for following questions. All the Questions are compulsory and carry equal marks
1.	Human resource approaches include....
Option A:	McGregor's theory x and theory y
Option B:	Bureaucracy
Option C:	Evidence-based management
Option D:	Total quality management
2.	A study of human behaviour in organizational settings is
Option A:	Manager behaviour
Option B:	Group behaviour
Option C:	Organizational behaviour
Option D:	Leader behaviour
3.	Which of the below is not the Traditional method of Performance Appraisal
Option A:	Ranking
Option B:	Paired comparison
Option C:	Checklist
Option D:	360 degree appraisal
4.	What our Business is stated in
Option A:	Mission statement
Option B:	Vision statement
Option C:	Strategic goals
Option D:	Mutual statement
5.	The capacity to influence people and accomplish desired objectives is called:
Option A:	Power
Option B:	Leadership
Option C:	Authority
Option D:	Status
6.	Mr. X is the only person in the company with expertise in the E-Commerce field. This source of power is called:
Option A:	Basic power
Option B:	Reward power
Option C:	Knowledge power
Option D:	Reference power
7.	SHRM mold the human resource in such a way to attain the
Option A:	Profit
Option B:	Organizational goal
Option C:	Individual goal
Option D:	Market Share

8.	Strategic thinking is a _____ process.
Option A:	Short term
Option B:	Continuous
Option C:	Long term
Option D:	Discrete
9.	Which among the following will not be included in Business Process Reengineering?
Option A:	To set the vision & business goals
Option B:	To dissuade employees from using technology
Option C:	Establish a competent team
Option D:	Redesign the process
10.	_____ is known as “the father of scientific management.”
Option A:	Elton Mayo
Option B:	Max Weber
Option C:	F. W. Taylor
Option D:	Henry Ford

Q2. (20 Marks Each)	
A	Solve any Two 5 marks each
i.	Explain Leadership and Leadership styles.
ii.	Explain Organisational Structure.
iii.	Explain restructuring and rightsizing. Discuss Reasons of downsizing.
B	Solve any One 10 marks each
i.	Explain organizational behavior, its importance and determinants.
ii.	Explain Personality, its importance along with explanation of any two Personality Tests.

Q3. (20 Marks Each)	
A	Solve any Two 5 marks each
i.	Explain what Business Process Reengineering is, and its advantages.
ii.	Write short note on moral and job satisfaction.
iii.	Explain the guidelines of effective communication in an organization.
B	Solve any One 10 marks each
i.	Briefly explain the IR issues in organizations.
ii.	Explain Recruitment and the various sources of Recruitment.

Q4. (20 Marks Each)	
A	Solve any Two 5 marks each
i.	Explain job Enrichment and what are the ways to enrich the job?
ii.	Explain any two Government acts for industries and their employees.
iii.	Explain how the roles of HRM changing?

B	Solve any One	10 marks each
i.	Explain the appraisal process and any three methods of appraisal	
ii.	What do you understand by HRM? Explain its Functions	